

Any comments, questions, suggestions regarding this honorarium policy are invited.

The Honorarium Guideline is reviewed and updated annually by the Finance Committee of LMC.  
Approved May 2018

# Honorarium Guideline

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**LMC**  
*a fellowship of anabaptist churches*

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# GUIDELINES

## Considerations For Honorarium

- ◆ The speaker's experience and training. Some resource speakers are part of a speakers' bureau, with honorarium set by the organizations they represent.
- ◆ The number and length of presentations.
- ◆ Preparation and travel time.
- ◆ Travel, food, and lodging expenses. Use the IRS standard business mileage rate for mileage reimbursement.  
The 2018 rate is \$0.545 per mile.

## Suggested Protocol

Before the engagement is confirmed, discuss the honorarium with the resource person. They or their agency may have a set honorarium.

Honorarium is often an awkward subject for resource people in Christian ministry. Encourage resource people to be transparent about their expectations. Congregations should give respectable honorarium.

## Honorarium for LMC Staff

LMC prefers that checks for honorarium and mileage reimbursement be made payable to LMC for involvement off-site and/or outside regular office hours.

## SUGGESTED HONORARIA

**Message / Presentation** **\$135-\$160**

Sunday morning sermons, district events, keynote address, retreats, etc.

**Repeat Message** **\$65-\$95**  
(at same event)

**Worship Period** **\$65-\$95**

**Bible Study Leader** **\$85-\$110**  
(Bible School, Sunday School, Elective)

**Conducting a Workshop** **\$65-\$95**

**Other Short Involvements** **\$35-\$55**  
(brief devotional, panel participant)